

## Leadership Excellence and Gender in Organizations

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### DiversityLeads Toronto and greater Montreal: a profile of women and visible minorities in senior leadership positions

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#### Recommended Citation

Cukier, W., Cyr, D., and Elmi, M. (2016). *DiversityLeads Toronto and greater Montreal: a profile of women and visible minorities in senior leadership positions*. Paper presented at Closing the Gender Gap: Advancing Leadership and Organizations. DOI: 10.5703/1288284316085

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In recent decades, significant progress has been made in the advancement of women, however, barriers remain at the societal, organizational and individual levels (Catalyst, 2010). This is especially true among visible minority (VM) women, who face even greater and compounded barriers to upward advancement at the societal, organizational and individual level (Cukier et al., 2010; Key et al., 2012). While there is a strong consensus in the academic literature that diversity in leadership is beneficial to society, organizations and individuals, there is less agreement on ways to assess impediments facing specific populations and inclusion strategies. Accordingly, DiversityLeads is the first of its kind to profile and provide insight on where, how and why women, including visible minorities (VM), are advancing to senior leadership positions in two of Canada's largest cities: Toronto and Greater Montreal.